

Police Reform and Reinvention Collaborative



Geraldine Hart
Police Commissioner

Suffolk County Police Reform and Reinvention Collaborative



Welcome

Suffolk County Landing Page

- Please share thoughts via email after meeting
- Resources tab includes data and information for the public to review
- We will continue to add pertinent resources on a continual basis
- Missing pictures and bios-please forward to bridget.foley@suffolkcountyny.gov as soon as you can

Task Force Members request for information and communication

- We will share requested information and communication with all task force members
- After this meeting you will receive documents that have been requested and communication that has been shared
- We would like to share contact information of the task force members with our group as well

Stakeholder Organizations

Stakeholder organizations are receiving an email and questionnaire from Suffolk County today, notifying them of the landing page, activities to date, upcoming public forums and ascertaining subject areas of policing that they want to focus on

Suffolk County Police Reform and Reinvention Collaborative



- **Public Input Forums**
 - Our Public Input forums will take place via a virtual format
 - Our public input forums will begin with a presentation explaining the mission of the Suffolk County Police Reform and Reinvention Task Force, our activities to date and will provide logistics as to how the listening sessions will proceed
 - Our first Public Input forum will take place on October 27th -1st Precinct
 - We will share with task force members as well as stakeholder organizations the public input forum flyer for distribution to the public-flyer will be sent after this meeting
 - Language Access is available for Spanish speakers and listeners
 - We would like for at least four task force members to be on each virtual public input forum-we will send a survey which will allow task force members to sign up for the forums they would like to attend
 - We will share comments made at our public input forums with all task force members.

Suffolk County Police Reform and Reinvention Collaborative

SCPD Regularly Scheduled Community Meetings 2020



SUFFOLK COUNTY POLICE DEPARTMENT

Community Meetings 2020

We value your input and feedback - Join us each month to discuss what is happening in **YOUR** community and Police Department



FIRST PRECINCT (631) 854-8100
555 Route 109, West Babylon, NY

*Meetings are held at West Babylon Public Library,
211 Route 109 and begin at 7:00 PM*

July - No Meeting Scheduled
August 6th
September 3rd
October 1st
November 5th
December 3rd

THIRD PRECINCT (631) 854-8300
1630 Fifth Avenue, Bay Shore, NY

*Meetings are held at the Third Precinct and
begin at 7:00 PM*

July - No Meeting Scheduled
August 4th
September 1st
October 6th
November 10th
December 1st

FIFTH PRECINCT (631) 854-8500
125 Waverly Avenue, Patchogue, NY

*Meetings are held at the Fifth Precinct and
begin at 7:00 PM*

July - No Meeting Scheduled
August - No Meeting Scheduled
September 8th
October 13th
November 10th
December 8th

SEVENTH PRECINCT (631) 852-8700
1491 William Floyd Parkway, Shirley, NY

*Meetings are held at the Seventh Precinct at the times
noted*

July 7th - 7:00 PM
August 4th - 7:00 PM
September 1st - 10:00 AM
October 6th - 7:00 PM
November 3rd - 7:00 PM
December 1st - 10:00 AM

SECOND PRECINCT (631) 854-8200
1071 Park Avenue, Huntington, NY

Meeting time and location as indicated below

July 7th 10 AM - Second Precinct
August 4th 7 PM - South Huntington Library
September 1st 10 AM - Second Precinct
October 6th 7 PM - South Huntington Library
November 3rd 10 AM - Second Precinct
December 1st 7 PM - South Huntington Library

FOURTH PRECINCT (631) 854-8400
727 Veterans Memorial Highway, Smithtown, NY

*Meetings are held at 7:00 PM - LOCATION TO BE
DETERMINED*

July - No Meeting Scheduled
August - No Meeting Scheduled
September 1st
October 6th
November 10th
December 1st

SIXTH PRECINCT (631) 854-8600
400 Middle Country Road, Selden, NY

*Meetings are held at the Sixth Precinct at the times
noted*

July - No Meeting Scheduled
August - No Meeting Scheduled
September 9th - 6:00 PM - SELDEN FIRE HOUSE,
October 13th - 10:00 AM 2ND FLOOR
November 10th - 7:00 PM
December 8th - 10:00 AM

Task Force Public Input Forums

Suffolk County Police Reform & Reinvention Task Force

PUBLIC INPUT LISTENING SESSIONS

Throughout this process, it is imperative that we hear from people across Suffolk County about the things that matter most to them. Register for any of our **eight public listening sessions** to help your community create positive change!

1ST PRECINCT
Tues 10/27
6:00pm

2ND PRECINCT
Wed 11/4
6:00pm

3RD PRECINCT
Wed 11/11
6:00pm

4TH PRECINCT
Tues 11/17
6:00pm

5TH PRECINCT
Tues 12/1
6:00pm

6TH PRECINCT
Wed 12/9
6:00pm

7TH PRECINCT
Tues 12/15
6:00pm

EAST END
Mon 12/21
6:00pm

Please visit and register at
www.suffolkcountyny.gov/Police-Reform



Suffolk County Police Reform and Reinvention Collaborative



Discussion

SCPD John F. Finn Institute for Public *Safety-*
Traffic Stops by Suffolk County Police

Suffolk County PD



Officer Accountability Part 2



Discipline

Discipline Policy



It is essential that public confidence be maintained in the ability of the Department to investigate and properly adjudicate complaints against members of the Service. Additionally, the Department has the responsibility to seek out and discipline those whose conduct discredits the Department or impairs its effective operation.

Discipline



- Discipline and punishment against any member of the Service shall be taken in accordance with pertinent provisions of the Civil Service Law of the State of New York and Section A13-7 of the Suffolk County Administrative Code.
- When the finding of an investigation is substantiated and a violation of the Rules and Procedures has occurred, appropriate disciplinary action shall be taken. Some violations may be referred by the Office of the Commissioner to the member's Commanding Officer so as to initiate Command Discipline procedures. More serious violations, however, shall result in disciplinary charges.

Discipline



Power to Discipline

The Police Commissioner has the power, pursuant to NYS Civil Service Law and the Suffolk County Administrative Code, to seek to impose discipline upon a member of the Service. If a hearing officer or arbitrator determines that a charged member has committed misconduct, the following are penalties that may be imposed:

- a. Reprimand
- b. Fine
- c. Suspension, with or without pay
- d. Dismissal or removal from the Service
- e. Reduction in rank to any grade below that in which the member is serving

Discipline Procedures



Policy – Minor violations of the Rules and Procedures by members of the Department may be resolved by command discipline procedures at the discretion of a commanding officer.

Command Discipline Procedures are used to either:

- Document the summary of an investigation conducted at the command level relating to a Rules & Procedures violation, as well as the findings and proposed disciplinary action; or,
- Document the disciplinary action taken at the command level at the direction of the Office of the Commissioner once an IAB investigation has concluded. (Command referral examples: counseling, re-training, or forfeiture of accrued time.)

Command Discipline Procedure



- Review of Disciplinary Action - If the member accepts the finding of the commanding officer but **seeks review** of the proposed disciplinary action by the Command Discipline Review Panel, the Chief of Department will be notified in writing and he will convene a panel of three (3) Department members above the rank of captain.
- Command Disciplinary Review Panel - The Command Discipline Review Panel shall have the authority to:
 1. Approve the proposed disciplinary action.
 2. Reduce the proposed disciplinary action to any corrective measure that the commanding officer was authorized to take or propose.
 3. Increase the disciplinary action to not more than double the penalty imposed by the commanding officer, not to exceed maximum penalty of a loss of five days of accrued leave time.
- Final Decision of Review Panel - The decision of the Command Discipline Review Panel is final.

Command Discipline Procedure



Declination of Command Discipline - If the member **declines** the proposed disciplinary action under Command Discipline Procedures, Charges and Specifications shall be prepared and served on the member, as per the Rules and Procedures. The disposition shall be noted on the Supervisor's Complaint Report.

Command Discipline Procedures

Command Discipline Procedure is used to:

Document the summary of an investigation conducted at the command level relating to a minor Rules and Procedures violation, the findings and disciplinary action recommended.

OR

Document the disciplinary action taken at the command level at the direction of the Office of the Police Commissioner once an IAB investigation has concluded. (Command referral examples: counseling, re-training, or forfeiture of accrued time consisting of 5 days or less)

When a proposed command discipline is served on a member, the member can:

Accept the findings and the proposed discipline

Accept the findings but appeal the proposed discipline to the Command Discipline Review Panel

Decline to accept findings and proposed discipline and request a hearing on Charges and Specifications. Excluded from the arbitration option are circumstances where penalty sought is 5 days or less.

Chief of Department will convene a panel of 3 Dept. members above the rank of Captain. They have the authority to:

1. Approve the proposed disciplinary action.
2. Reduce the proposed disciplinary action to any corrective action the Commanding Officer was authorized to take or propose.
3. Increase the disciplinary action to not more than double the penalty imposed by the Commanding Officer but not more than 5 days.

The decision of the Panel is final.

Departmental Charges Procedure initiated

Discussion



Departmental Charges



Departmental Charges

- Written Charges - Charges in writing are preferred against a member of the Service alleged to be guilty of infractions of the Department's Rules and Procedures, or of departmental orders and instructions.
- Suspension – Additionally, the Police Commissioner has the authority to suspend a member of the Department without pay for a period of up to thirty (30) calendar days.
- Rights of Accused – The accused is offered an opportunity to be represented by an attorney at any resulting hearing to adjudicate the charges. Additionally, the accused can offer evidence and testimony, present witnesses, and cross-examine witnesses.

Disciplinary Options



Procedure for Department Charges

A copy of the charges is given to the officer being served, together with a disciplinary hearing option election form. The Officer can choose a Department hearing or arbitration to adjudicate the charges.

Departmental Hearing (Civil Service Law)

If a Department hearing is required, the Office of Labor Relations will represent the Department at the proceeding, and the Police Commissioner shall designate the Hearing Officer (a member holding the rank of Deputy Inspector or higher rank).

Disciplinary Finding

After a Department hearing is completed, a written report documenting the hearing officer's findings and recommendations is sent to the Police Commissioner. The hearing officer's findings and recommendations are not binding, and the Police Commissioner shall render a final determination.

Disciplinary Options



Arbitration

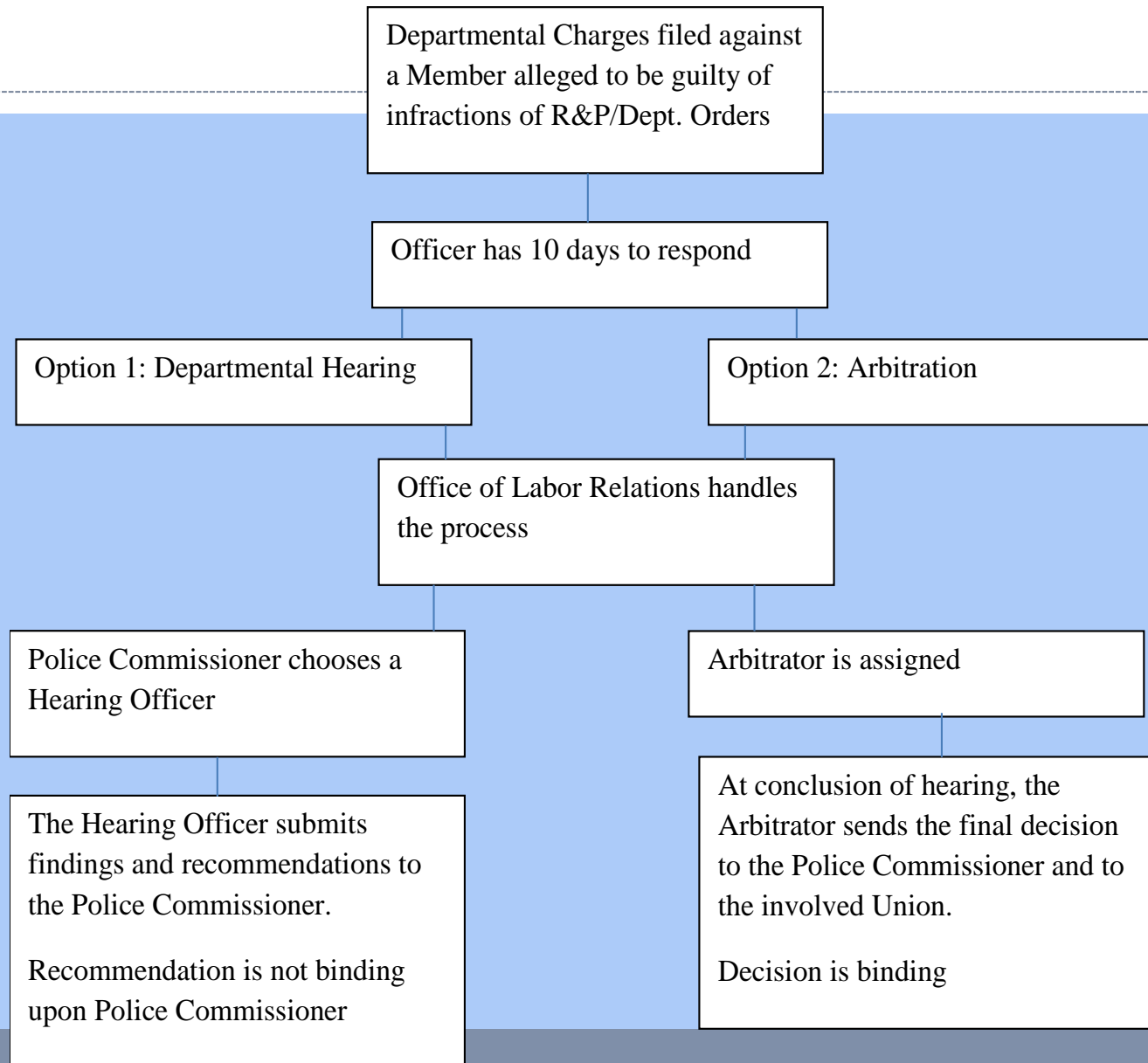
If the officer requests arbitration, the Director of Labor Relations is notified to proceed with the arbitration process. A rotating list of arbitrators is maintained by the Office of Labor Relations, and the next arbitrator on the list shall be designated to adjudicate the matter. The Office of Labor Relations shall represent the Department at the proceeding.

Note: All sworn members seeking arbitration contractually waive their Civil Service Law rights limiting a suspension without pay to 30 calendar days.

Disciplinary Finding

After the arbitration hearing is completed, the final decision is sent to the Police Commissioner and the involved union. The Arbitrator's decision is binding.

Departmental Charges Procedure



Discussion



Disciplinary Options



Stipulation and Agreement

After the drawing up of Charges and Specifications and prior to a Hearing Officer's or Arbitrator's finding, the accused member and the Department may enter into a "Stipulation and Agreement" to resolve the matter. This agreement memorializes the penalty imposed and any other terms. When negotiating a Stipulation and Agreement, the Police Commissioner can negotiate terms of continued employment of such member that cannot be imposed pursuant to a hearing or arbitration. Examples of such terms are disciplinary probation, directed drug and/or alcohol testing, required counseling, terms affecting off-duty conduct, and/or stipulated dates for severance of employment.

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